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Agenda item 129
Human resources management

Staffing of field missions, including the use of 300- and 100-series appointments

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the staffing of field missions, including the use of 300- and 100-series appointments (A/60/698 and Corr.1). During its consideration of the reports, the Committee met with representatives of the Secretary-General, who provided additional information.

2. The present report is submitted in accordance with General Assembly resolution 59/296 (sect. VIII, paras. 15 and 16), in which the Assembly decided to continue to suspend the application of the four-year limit for appointments of limited duration under the 300 series of the Staff Rules in peacekeeping operations until 30 June 2006. It also authorized the Secretary-General to reappoint under the 100 series those mission staff whose service under 300-series contracts had reached the four-year limit by 30 June 2006, provided that their functions had been reviewed and found necessary and their performance had been confirmed as fully satisfactory (see also resolution 59/266, sect. X, paras. 1 and 2).

3. The suspension of the application of the four-year limit was initially authorized until 31 December 2004 by the General Assembly in its resolution 58/296. In that resolution, the Assembly also requested the Secretary-General to submit a comprehensive report on the use of 300-series contracts for meeting current and future human resources requirements for peacekeeping missions. In the report submitted in response to that request (A/59/291), the Secretary-General sought the approval of the Assembly to use 100-series appointments for the recruitment of staff in field missions for six months or longer in cases where there was a continuing requirement.

4. The Advisory Committee notes that the latest reform initiatives presented by the Secretary-General in his report entitled "Investing in the United Nations: for a stronger organization worldwide" (A/60/692 and Corr.1) include proposals to

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modify contractual arrangements and harmonize conditions of service for all staff, which would subsume some of the measures proposed in the comprehensive report on the use of 300-series contracts for meeting current and future human resources requirements for peacekeeping missions (A/59/291). The Committee was informed that in response to the request of the General Assembly in its resolution 60/260, section II, paragraph 2, the Secretary-General will submit a detailed report on human resources issues in September 2006.

5. The Advisory Committee had an in-depth discussion with the representatives of the Secretary-General on the status of the various reports related to the staffing of field missions. The Secretariat subsequently modified its proposal. It now requests that:

(a) Consideration of the recommendation contained in paragraph 12 of document A/60/698 to use the 100-series contract for the appointment of all mission staff be deferred;

(b) As an interim measure, the Secretary-General be authorized to continue the practice of reappointing staff under a 100-series appointment after completing four years on a 300-series contract, subject to the conditions specified in General Assembly resolutions 59/266, section X, paragraph 2, and 59/296, section VIII, paragraph 16.

The Secretariat also indicated that the report on the reform of the Field Service category that it had intended to submit at the second part of the resumed sixtieth session in accordance with General Assembly resolution 59/296 would be submitted at the sixty-first session in the context of the detailed reports requested on the reform proposals (60/260, sect. II, para. 2).

6. Upon enquiry, the Advisory Committee was informed that at its sixty-second session, the International Civil Service Commission had taken up the question of contractual instruments available to common system field staff pursuant to General Assembly resolution 59/266, section X, paragraph 5. The Committee was also informed, upon enquiry, that the Secretary-General intended to provide his further views on this subject to the Commission at its sixty-third session.

7. **Pending the outcome of deliberations of the Commission and the consideration of the relevant reports of the Secretary-General, the Advisory Committee recommends that the measures requested by the Secretariat as referred to in paragraphs 5 (a) and (b) above be authorized.**